



Gender Pay Gap Reporting

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A snapshot from 5 April 2023

NMR's Gender Pay Gap

by Phil Inskip, Interim Group HR Director

NMR plays a critical role in the food supply chain, with the core of our business testing milk in laboratories, both on an individual cow and whole herd basis. Our testing supports the dairy industry in the quality of milk that consumers buy, the productivity of dairy herds and, increasingly, supporting environmental and sustainability credentials. As an integrated service provider, we work with both farmers and milk buyers as well as acting as an independent source of data for advisors such as vets, farm consultants and breed societies. Data is at the core of our business and together we will enlighten the dairy industry, and beyond, as to its power to drive real change.

In reviewing our Gender Pay Gap we are encouraged to see the split of females and males being so even at 49.8% female and 50.2% male.

We strive to be an inclusive employer, promoting and supporting diversity amongst our people. We focus on being a great place to work and part of this is making sure consistent, fair pay and benefits are for everyone.

More detail on this further in the report.

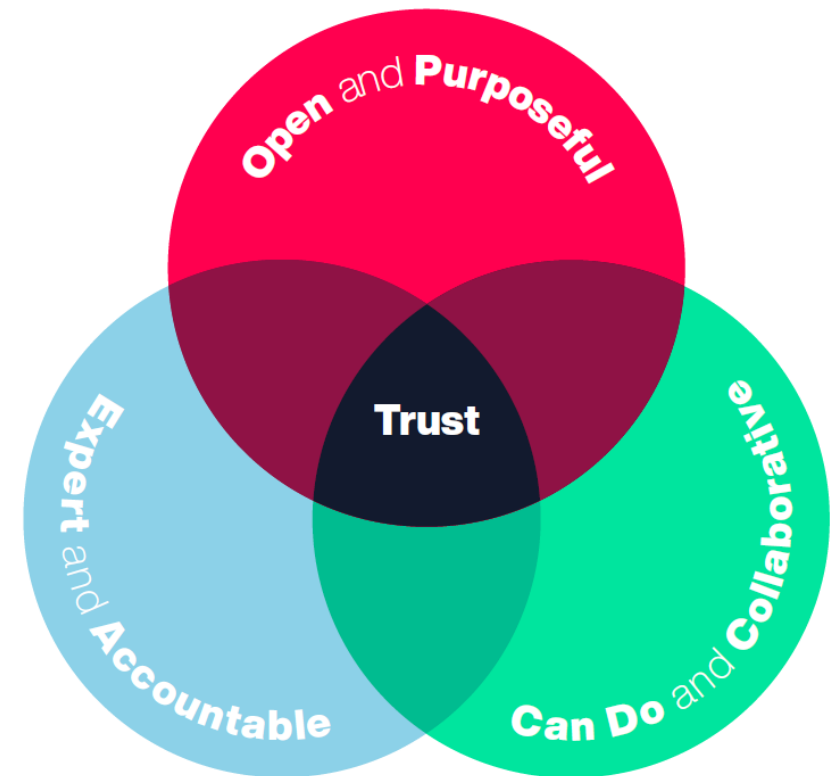


Our core values

Our Core Values are embedded across the business. These help us drive forward a culture of trust, supported by positive ways of working, where our colleagues feel valued.

Our Gender Pay Gap report is based on data as at the snapshot date of **5 April 2023**, we are delighted to report that we remain having a near even split of males at **50.2%** to females at **49.8%**. We have two laboratories in Wolverhampton and Glasgow, as well as Sales and Service teams, an IT and Product function, complemented by a central team which includes logistics. We are committed to ensuring we support all our people to reach their full potential with a wide range of development opportunities.

Our multifaceted initiatives and activities are designed to attract the very best talent from all walks of life, helping our people to better manage the competing demands of family and career, and grow professionally while bringing their authentic selves to work.

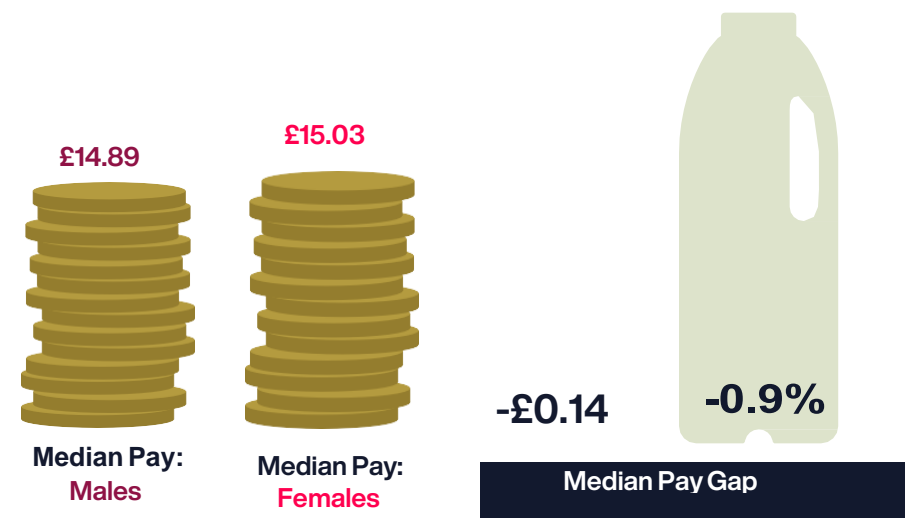
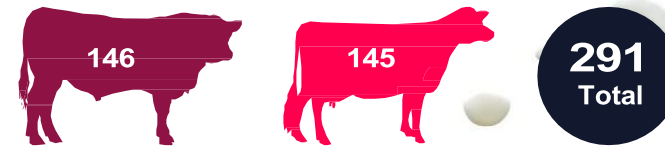


The Stats: Gender Pay Gap

We note that our mean gender pay gap is **19.4%** between males and females. This is something we are continuously working on in our recruitment and development strategies as it has only marginally reduced from two years ago when it was 20.2% in 2021.

More encouragingly is the median pay gap which has shifted **from 1.6% to -0.9%** since last year. This means that the median pay for women is now 0.9% higher than for men (**reduced from 4.2%** higher for males than females two years ago).

No bonuses were paid during the period covered by this gender pay gap report.



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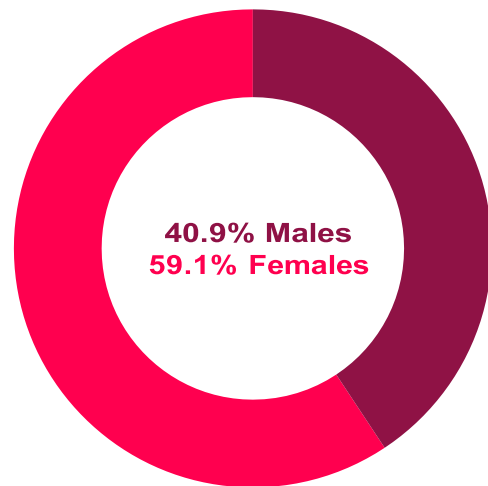
Quartile Pay Bands

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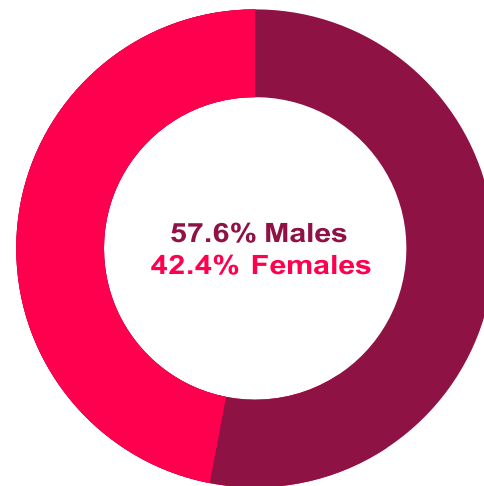
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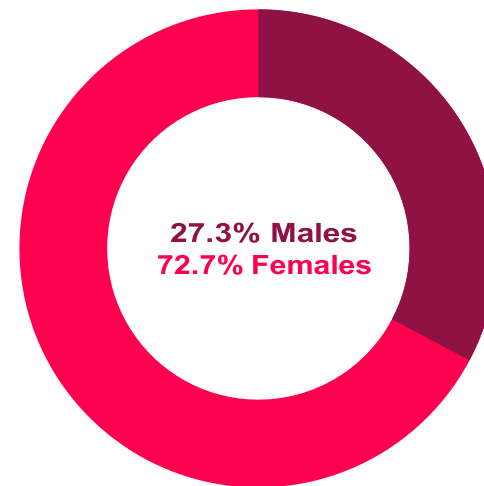
Lower Quartile



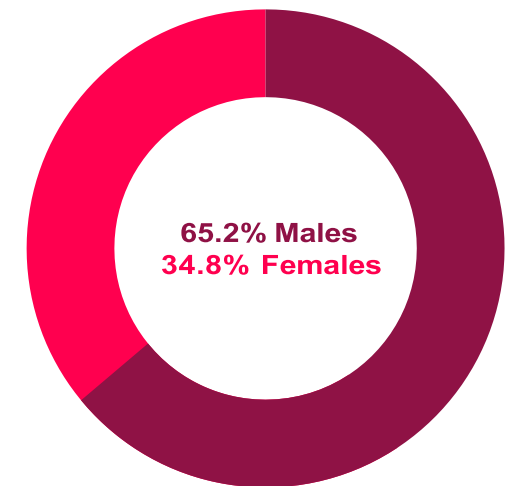
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



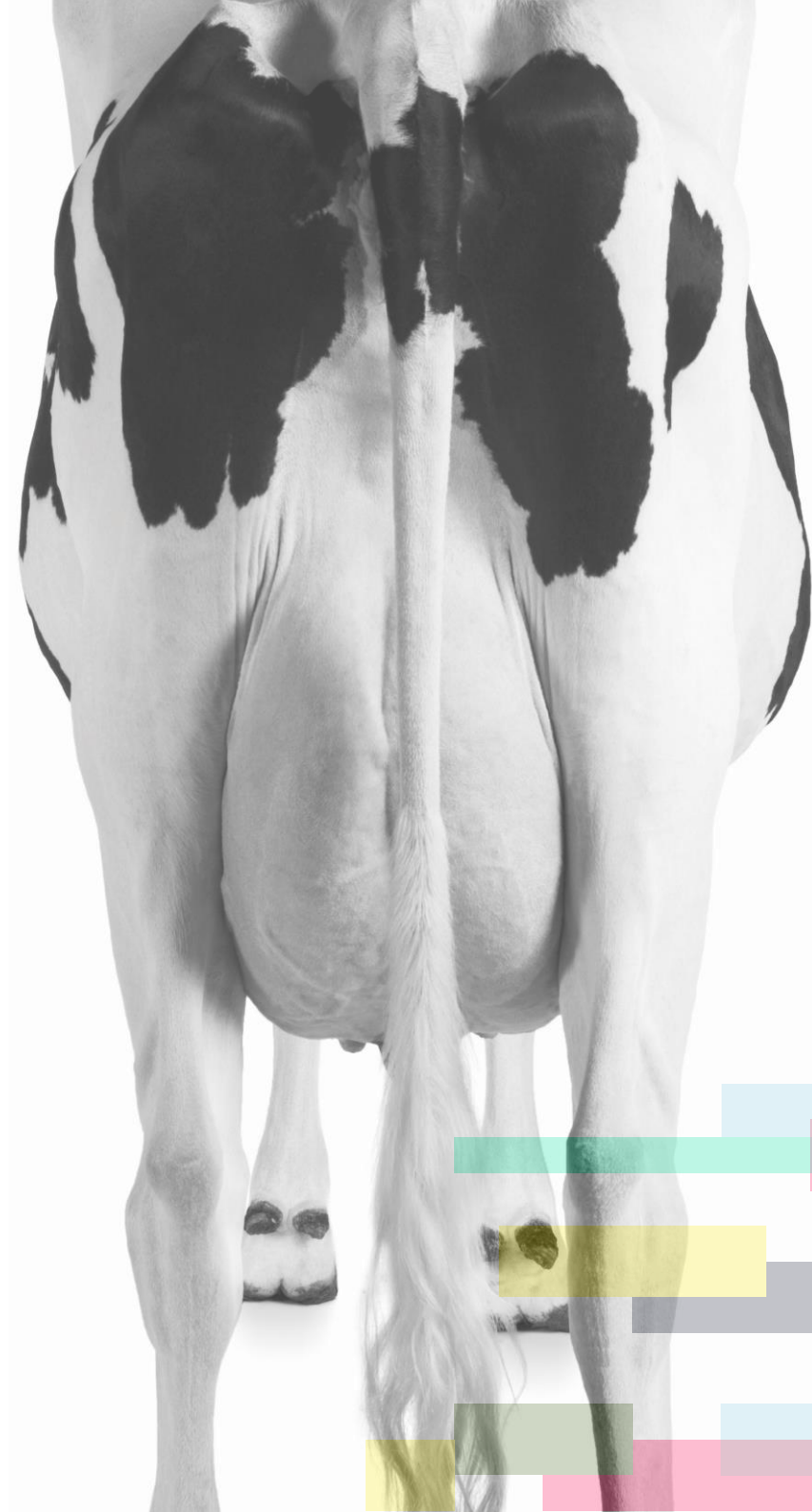
Career Development

Our continued development to closing the Gender Pay Gap includes:

- We have supported managers with their career development plans to ensure colleagues are developed fairly, and everyone has development opportunities.
- Our Wellbeing support and resources have expanded to include training courses and a mobile App to support a positive work/life balance.
- Having an internal training portal is helping our colleagues remain upskilled on certain business areas as well as e-learning on inclusion and unconscious-bias.
- We are continually working on fostering a culture that is open, inclusive and supports constructive challenge.
- We have many examples of flexible working practices across our business, and we are committed to ensuring we responsibly support these practices and be a more inclusive organisation.
- We continue to carry out salary benchmarking to ensure that our people are paid fairly for the roles they carry out, providing a consistent and trustworthy reward package.
- We continue to review and benchmark our bonus criteria fairly and consistently.



**Decoding milk
data, building
robust insights.**



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